

AGENDA

CONDUCT BOARD

June 29, 2004

**James W. Craig, Thomas R. Clark,
Carol B. Resch, Robert R. Rivard,
Douglas J. Wenners, Toni Pappas,
Dennis Smith**

3:00 PM

**Aldermanic Chambers
City Hall (3rd Floor)**

1. The Clerk calls the meeting to order.
2. The Clerk calls the roll.
3. The Clerk advises that the purpose of the meeting is organizational in nature and that nominations are in order to elect a Chair of the Conduct Board.
4. The Chairman requests the Clerk to provide a brief overview regarding typical issues addressed by the Conduct Board.
5. Referral by Board of School Committee regarding matters of interference by School Committee Member Arthur Beaudry.
6. If there is no further business, a motion is in order to adjourn.

Manchester School District

School Administrative Unit No. 37
196 Bridge Street, Manchester, NH 03104-4985
Tel: 603-624-6300 • Fax: 603-624-6337

Michael Ludwell, Ph.D.

Superintendent of Schools

Frank G. Bass, Ph.D.

*Assistant Superintendent
Secondary Education*

William E. Sanders

Business Administrator

Henry J. Aliberti Jr., Ed.D.

*Assistant Superintendent
Elementary Education*

May 7, 2004

Mayor Robert Baines
City Hall
One City Hall Plaza
Manchester, NH 03101

Dear Mayor Baines:

Enclosed please find the information prepared by this Administration, regarding Board member Arthur Beaudry, as a result of the Board of School Committee vote at their April 12, 2004 meeting.

It is my understanding you will convey the attached information to the Conduct Board.

Sincerely,

Michael Ludwell

Michael Ludwell, Ph.D.
Superintendent of Schools

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May 10, 2004

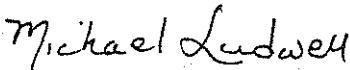
Board of School Committee
Manchester School District
196 Bridge Street
Manchester, NH 03104

Dear Board Members:

Enclosed please find the information prepared by this Administration, regarding Board member Arthur Beaudry, as a result of the Board of School Committee vote at their April 12, 2004 meeting.

Mayor Baines will be distributing the attached information to the Conduct Board.

Sincerely,



Michael Ludwell, Ph.D.
Superintendent of Schools

Mr. Arthur Beaudry is the *Ward 9* representative to the Manchester Board of School Committee (BOSC). Students who live in *Ward 9* attend Memorial High School, one of three high schools serving the Manchester School District. It should also be noted that Mr. Beaudry's wife is employed by the Manchester School District. She is an administrative assistant to Mrs. A, one of four assistant principals (APs) at Central High School.

On several occasions Mr. Beaudry approached Assistant Superintendent, Dr. Frank Bass and stated that Mr. B, Assistant Principal at Central High School (CHS), is not to be trusted because of all that took place under the Dan French administration (CHS Principal 1999-2002). It was Mr. Beaudry's contention that Mr. B played a "role" in the non-renewal notice of Mrs. A, which was subsequently overturned. This background serves as a precursor to the following events involving Mr. B over a two-year period from the fall of 2002 to the present (May, 2004).

MR. B

- Mr. Beaudry indicated that he couldn't understand why the administration would allow Mr. B to coach hockey at _____ and do "part-time" police work for the town of _____. He stated on several occasions to Dr. Michael Ludwell, the Superintendent of Schools, and Dr. Bass that "this practice" was unacceptable and wanted something done about it.
- When Mr. B asked for and was approved to take "time" to attend a court hearing for his police work, Mr. Beaudry not only asked for a letter of reprimand, but stated to both the Superintendent and Dr. Bass, "I want him fired." The Superintendent made it very clear that there were no grounds for dismissal, and furthermore, no letter of reprimand, only a reminder as to the procedural protocol necessary for a request of leave. Mr. Beaudry later communicated his frustration and concern over Mr. B's actions, as well as the central office administration's response, in this matter as well as a new situation involving Mr. B's hockey travel to Ms. Mary Donovan, Human Resources Director (HR). Ms. Donovan reports that Mr. Beaudry approached her on several occasions stating that he was "very upset" that Mr. B was using "time" to go to his coaching job elsewhere. Ms. Donovan further states that Mr. Beaudry went on to say that he was very upset that nothing was being done about it. He exclaimed to her, "He should be fired!" Ms. Donovan adds that Mr. Beaudry spoke to her about this issue at least five times, each time with increasing frustration and demand that "discipline be issued" and that the matter be handled in a manner that meets with Mr. Beaudry's satisfaction.
- Mr. Beaudry made inquiries as to the certification of Mrs. B, a physical education teacher at West, who also happens to be Mr. B's wife. Although there are several teachers throughout the district who are in various stages of completing an "alternative" certification plan, Mr. Beaudry made a point of making an issue

about Mrs. B. He asked why the central office allowed this to happen and repeatedly pressured the Superintendent to “follow up” on having “teachers” in our employ who were not living up to the standards imposed by NCLB (No Child Left Behind), federal legislation that goes into effect for all teachers in the employ of the Manchester School District in the 2005-06 academic year.

- Mrs. Janice Thompson, Principal at Manchester West High School, stated in a telephone conversation with Mr. B, “I can’t believe he’s making such an issue of Mrs. B when Keith C, (another physical education teacher at West) is in the same boat, yet, he’s (Mr. Beaudry) never even mentioned his name.” Mrs. Thompson later stated that she believed it was a personal attack on Mrs. B because of the fact that she was married to Mr. B, and that most of the faculty at West High School also perceived the concern over Mrs. B as a personal attack by Mr. Beaudry. HR Director, Ms. Donovan, also stated that Mr. Beaudry had made several inquiries to her “concerned about teachers assigned in areas they were not certified,” and went on to specifically name Mrs. B. Mr. Beaudry stated to Ms. Donovan, “he was looking for assurance that the central office was aware of the matter and would do something about it.”
- Mr. Beaudry was very concerned about the caseloads of the APs at CHS and wanted to know why Mr. B’s was significantly lower than the others. When it was explained that the Principal, Mr. John Rist, wanted it that way because of the “heavy” student/teacher scheduling (master schedule) demands placed upon Mr. B’s time, he dismissed it as favoritism and not a good justification, and that it was patently unfair to the other APs. He suggested that central office administration impose a “switch” of responsibilities to ensure more equity amongst the AP’s. He was delighted to hear that Dr. Bass urged Mr. Rist and Mr. Ryan to consider switching the Section 504 responsibility from Mrs. A to Mr. B in an effort to even out the duties and responsibilities. After due thought and consideration, however, Mr. Rist emphatically voiced his concern over such a move, and as a result, the Section 504 assignment remained with Mrs. Davis. Mr. Beaudry was very disappointed to learn of this and questioned why Mr. Rist was so supportive of Mr. B.
- When Mr. B asked for and was approved to take “time” to coach an out of town hockey game for his _____ team, Mr. Beaudry was incensed and said to Ms. Donovan, “if some kind of disciplinary action is not taken, I’m going to the newspaper.” Ms. Donovan perceived this as a serious personnel issue and immediately relayed the conversation to the Superintendent and Dr. Bass. Mr. Beaudry went so far as to ask for the “time slips” to verify the date and time of Mr. B’s departure and also demanded to see the letter Dr. Bass sent to Mr. B, and to Mr. Rist who had authorized his release. Ms. Donovan acting on the advice of the Superintendent declined to show Mr. Beaudry those letters. Mr. Beaudry also wanted the administration to insist that Mr. B would no longer be allowed to either coach or work outside the school district for Mr. Beaudry made it very clear that he felt it interfered with Mr. B’s duties as an AP at CHS. It should be noted

that Mr. B felt so “harassed” by Mr. Beaudry’s continual “concerns” and allegations that he referred the matter to his legal counsel.

- Mr. Beaudry became so incensed over the issues involving Mr. B’s “release” from work that as recently as last week (4/23, 4/27) he made several phone calls to Ms. Donovan demanding information about the discipline, questioning what had been done! He also informed Ms. Donovan that he knew how much “personal time” had been charged against Mr. B and that he wasn’t satisfied; he wanted her to do something about it and to make sure that Mr. B was not allowed any more “personal time.” Ms. Donovan expressed her concern to the Superintendent and Dr. Bass that Mr. Beaudry may somehow have access to “time slips.”
- Mr. Beaudry complained to the Superintendent that he learned that Dr. Bass was chairing the “search committee” for Principal at Southside Middle School and he had it on “good authority” that Mr. B was approached by Dr. Bass for the job, and as a result, it was going to be a “rubber stamp” for Mr. B if something wasn’t done about it. Mr. Beaudry wanted the Superintendent to investigate and monitor the committee interviews to ensure that Mr. B wasn’t “hand picked” by Dr. Bass. The Superintendent did approach Dr. Bass about Mr. Beaudry’s concerns. Dr. Bass attested that the committee represented both school and community and included thirteen members whose charge was to seek a unanimous endorsement of the eventual candidate of choice, who in turn would be recommended to the Superintendent with other “secondary” candidates for his consideration before any “final” candidates were recommended to the BOSC.

INTERFERENCE WITH ATHLETIC HIRING (DETAILS IN NONPULLIC, SEALED SUBMISSION, DUE TO EMPLOYEE/PERSONNEL CONTENT)

ATHLETIC PERSONNEL MATTERS

- Mr. Beaudry was so distressed by the athletic hiring committee selections at CHS that he complained to Dr. Bass that Mr. Rist was selecting the candidate before the interviews even took place, and as a result, told Dr. Bass that he wanted to be on every building level athletic “hiring” committee to ensure that proper procedure and protocol was followed. Dr. Bass made it very clear to him that this would be a violation of his role as Athletic Chair of the BOSC and would mitigate his “role and responsibility” as an appellate arbiter if something were to surface that warranted review by the BOSC. Mr. Beaudry pursued the matter with the Superintendent and the BOSC Vice-Chair, who were equally concerned by the request.

ARTHUR ADAMAKOS

- Mr. Adamakos reports that on several occasions during the 2002-2003 academic year, Mr. Beaudry had come into MHS unannounced and held conversations as well as meetings with faculty and staff. This occurred without Mr. Adamakos' knowledge and certainly without his permission. Mr. Adamakos was disturbed over these events for Mr. Beaudry was acting on information provided by Memorial faculty and staff without direction, approval, or input from the Principal's office. Mr. Adamakos was also concerned that such "unauthorized contact" with faculty and staff if unabated could drive a "wedge" between MHS administration and faculty. During the 2003-04 academic year, Mr. Adamakos reports that on one occasion Mr. Beaudry was interviewing a student behind closed doors, again without Mr. Adamakos' knowledge or permission. Mr. Adamakos found this breach more egregious for it involved a student without proper supervision as well as the customary permission and protocol.

DAVID RAYMOND CASE

- Mr. Bill Sanders, Business Administrator, reports that Mr. Beaudry approached him about the disbursement of a check to settle the "Raymond" case. Mr. Beaudry stated that he believed that the disbursement had been approved by Dr. Bass and processed by the accounting organization without proper review and approval. Mr. Beaudry informed Mr. Sanders that he was "investigating" the matter and "it did not look good for the administration." Mr. Sanders advised Mr. Beaudry that his understanding of the situation was "wrong." Mr. Sanders further stated that "he," not Dr. Bass, had approved the disbursement in October after conversations with representatives of City Risk Management and Fraser Insurance. Mr. Beaudry went on to state, "the Superintendent and Ms. Stewart (BOSC Vice-Chair) lied to the BOSC when they said 'the school district had not issued the check'" Mr. Beaudry then challenged Mr. Sanders and asked why he had not "corrected the record" after the Superintendent spoke. Mr. Sanders responded, "I have not seen the article referenced by BOSC representative Gatsas, and therefore, not in a position to comment." Mr. Beaudry was not satisfied and left Mr. Sanders' office stating that he would continue to "dig into" this matter and "get to the bottom of it."
- Ms. Donovan reports that Mr. Beaudry had approached her about the "settlement check" and was very upset about how everything was handled—he questioned individuals in the loss prevention at the City, he questioned Ms. Donovan, he questioned employees at the central office administration building. Ms. Donovan went on to say that Mr. Beaudry was "very volatile" about the check being signed and wanted to know "who was responsible." Ms. Donovan states that he appeared to be "very concerned" about Dr. Bass' involvement. Mr. Beaudry came to Ms. Donovan's office and called several times to follow up on this

matter, and in Ms. Donovan's words, "demanding that it be explained and resolved immediately."

UNION ISSUES

- Dr. Michael Ludwell, Superintendent of Schools, reports that Ms. D, a secretary at CHS and a member of the MESPA Union, sought an audience with him regarding the reporting of attendance from one of the district's alternative programs. Dr. Ludwell was shocked to discover that Mr. Beaudry accompanied Ms. D and wanted to be a part of the meeting. Dr. Ludwell reluctantly allowed Mr. Beaudry to take part in the meeting. At the conclusion of the meeting, Dr. Ludwell inquired somewhat incredulously, "Why were you (Mr. Beaudry) here?" Mr. Beaudry responded, "Because the Uniserv Director was out of town and Ms. D doesn't feel comfortable with the MEA Union President because she works in her building." Dr. Ludwell responded, "Mr. Beaudry, you are a policymaker, you can't be acting as a representative of the Union." Dr. Ludwell reports that he felt that Mr. Beaudry's actions constituted a "conflict of interests," and that his presence in the meeting with a school secretary was not only highly irregular, but compromised the Superintendent's ability to act in the best interests of the district.
- During the spring and summer of 2003, Dr. Ludwell reports that on several occasions, Mr. Beaudry "pressured" him to settle the MESPA contract in a manner that was "in line" with the other negotiating unions. Dr. Ludwell informed Mr. Beaudry that first of all there were some "irregularities" that had to be sorted out, and he cautioned Mr. Beaudry that his wife is a member of MESPA and it would cast Mr. Beaudry in an "unfavorable light" if he were to continue acting on behalf of MESPA while a sitting member of the BOSC. Mr. Beaudry was undeterred and continued campaigning for a settlement commensurate with other unions, despite the urging of fellow BOSC members to cease and desist.

STUDENT PLACEMENT

- Mr. Beaudry became personally involved in the grade placement of a student seeking enrollment in the Manchester Public Schools after an "expulsion" from a high school "out of state." The Manchester School District recognizes and upholds expulsions from other districts and other states unless there are extenuating circumstances that warrant special consideration. Although Dr. Bass was preparing accommodations that would allow for re-entry at the semester break, Mr. Beaudry wanted the matter resolved immediately. Acting on behalf of the mother and a "firefighter" who had taken an interest in the student, Mr. Beaudry urged the Superintendent to overrule the recommendation of Mrs. Amanda Lecaroz, Principal at Parkside Middle School and the Assistant

Superintendent, Dr. Bass who both advocated that the student attend West High School for the very clear reason that he had already successfully completed the eighth grade. Mr. Beaudry went so far as to attend the meeting with the Superintendent and the student's mother and insisted that the student be placed back at Parkside. It should also be noted that Mrs. Lecaroz reports that the student was a significant behavioral problem the year before, which may give rise to continued behavioral issues this year. Unfortunately, Mrs. Lecaroz' fears have been borne out. The student has been and continues to be a "significant" behavior problem at Parkside Middle School.

**MANCHESTER SCHOOL DISTRICT
BOARD OF SCHOOL COMMITTEE MEETING**

April 12, 2004

UNAPPROVED

The Board of School Committee met at the School Administration Building on Monday, April 12, 2004, at 7:30p.m. Present were Mayor Baines, Vice Chair Stewart, and Committee Members Scott, Herbert, Labanaris, Gatsas, Gelinas, Kruse, Beaudry, Cote, Ouellette, Kelley, and Donovan. Present from Administration were Supt. Ludwell; Asst. Supt. Aliberti; Asst. Supt. Bass; Director of Student Services, Mrs. Burkush; and Business Administrator, Mr. Sanders. Mayor Baines noted that Comm. Perry was not at the meeting because he was at home for a period of recuperation.

The Committee shared in the Pledge of Allegiance followed by a moment of silent meditation. Mayor Baines asked for a moment of reflection in memoriam of Sandra Elison, a teacher at Northwest, who recently passed away. Condolences were expressed to her family and friends.

Mayor Baines presided and the Clerk called the roll. There was no public forum.

APPROVAL OF MINUTES OF PREVIOUS MEETING

Comm. Kruse made a motion to approve the minutes of the previous meeting. Comm. Gelinas seconded the motion. The motion passed by unanimous vote.

PRESENTATIONS

Student Presentation

Mayor Baines called Alexandra Conway forward along with her principal, Mr. Dallaire. Alexandra is a student at Webster School who was named the Manchester Area District Spelling Bee Champion on March 13. The District bee is part of the annual National Spelling Bee sponsored by the Scripps-Howard newspaper chain that is presented on the local level by the Union Leader and the New Hampshire Sunday News. By winning the District title, Alexandra can lay claim to being the best speller in Allenstown, Auburn, Bedford, Candia, Goffstown, Hooksett, Manchester, and Suncook. Congratulations Alexandra!!! Mayor Baines said that this is a great accomplishment and on behalf of the Manchester School Board and the citizens he commends Alexandra on a job well done. The Board gave a round of applause in recognition of Alexandra's accomplishment and the Mayor presented her with a certificate of recognition.

Principal Dallaire said that the Spelling Bee includes 4th grade through 8th graders. Alexandra was the school champion last year in 4th grade and again this year in 5th grade. Last year, as a 4th grader she went on to be a runner-up in the District. This year she was a co-winner in the District and she went on to finish third at the State level. He said that everyone at Webster School is very proud of Alexandra.

Christine Martin, the Fine Arts Director for the District, introduced Jelna Avdic. Jelna won the Fine Arts Department Logo Design Contest. Her design was selected from logos submitted by students from all over the District. The design is a beautiful graphic arts creation. Ms. Martin said that Jelna's work, both in the studio and through computer art, is really quite astounding. Ms. Martin presented Jelna a gift bearing her logo. She said that every music or art teacher or student that accomplishes something that will be recognized on an individual basis in the future will receive an award with her beautiful logo on it. Ms. Martin congratulated Jelna and wished her good luck in her future. The Committee shared in a round of applause in recognition of Jelna's accomplishment.

Teacher Recognition

Mayor Baines asked Melissa Dumont, an English Language Learner (ELL) teacher from Parker/Varney School, to come forward. Mayor Baines said that Melissa provided a rare opportunity for her 21 fourth and fifth grade ELL students. The students from Puerto Rico, the Dominican Republic, Cambodia, El Salvador, Honduras, Ecuador, Mexico, Bosnia, and Haiti had not had the opportunity to ski. Soliciting ski shops, retailers, and charitable organizations, Ms. Dumont was able to secure hats, mittens, ski pants, socks, and winter jackets. Anonymous donations funded the transportation and ski rentals. The students were able to ski at Crotched Mountain on Friday, March 12, 2004. Ms. Dumont is hopeful that this activity may be repeated and expanded next year. She is

to be commended for her efforts on the behalf of her students to provide them with a unique glimpse of New Hampshire culture.

Mayor Baines extended his appreciation for what Ms. Dumont has done on behalf of the students. Ms. Dumont said "one thing that made this field trip educational was that the students had a lesson on snow-making as well and 2 of her 4th graders are using some of what they learned for their Water Fair project." So it ties into their curriculum nicely. She is please to see her students become enthused about one of NH's great past-times. Mayor Baines said that he thanks her on behalf of the students who have her as their teacher who goes above and beyond to provide enriching opportunities for her students. The Board expressed their recognition of Ms. Dumont with a round of applause.

2004 New Hampshire Music Educator of the Year

Mayor Baines once again introduced Christine Martin, the Fine Arts Director of the District. Mayor Baines took the opportunity to thank Chris and all of the band students along with Denise Lacaille from McLaughlin Middle School for the rededication of Gill Stadium. They did a magnificent job and he was very proud of the band members.

Ms. Martin said that 20 years ago she was a high school student when her band director and her mentor, Arthur Mirabile, was named NH Music Educator of the Year. It was a tremendous honor for all who knew and loved him and were his students. Twenty years later she has the opportunity to present one of Mr. Mirabile's students who has been named the 2004 NH Music Educator of the Year. She read from the letter that she wrote to nominate Richard Maynard. She said that he has all kinds of degrees and they are important but more impressive is the degree of excellence that this person has achieved. Year after year this individual's choirs make beautiful music. They are literate musicians who understand the art of vocal production and they take that with them into their adult lives. Many have become wonderful teachers and others have achieved such performance heights as performance in the Metropolitan Opera Company. For 35 years this individual has blessed NH with his work. Ms. Martin said that she will always be grateful for this individual's efforts in founding the first NH Music Educators Association All-State Jazz Festival. He has been devoted to NHMEA through his participation in countless festivals and his students are always among the best prepared. The Manchester School District will be forever honored by this individual's superb performance as director of choirs at Manchester High School West. When he leaves us this June he will leave behind an outstanding program and a legacy that is an inspiration to all of us. Ms. Martin said that she is proud to present the 2004 NH Music Educator of the Year, Mr. Richard Maynard.

Mr. Maynard said "thank you very much for giving me the opportunity to teach in Manchester." He said that he came to Manchester in June of 1975. He interviewed with a tremendous West principal, Mr. Charles Quinn. He loved his school very much and he wanted to build a music program in the choral part. It has been a joy working with the current Administration as well as past administrators who truly love the arts not only at West High School but in the City of Manchester. It is with great pleasure that he accepts this award on behalf of his colleagues who work diligently each and every day to bring excellence to the classroom not only through music but through life itself. He must quickly mention his mentor, Mr. Arthur Mirabile; Mr. "M" to his students at Memorial. He was with Arthur from 1961 through 1964 when he graduated. There were many times when they would talk about life itself. One of the most dramatic moments with Arthur was this. Mr. Maynard said that he had made All State in his sophomore year and had attained one of the highest scores in the State. In his junior year he got the lowest score in the State. Mr. Mirabile announced those who had made All State to the band and chorus and orchestra and his name did not come up for band. Mr. Mirabile said "let's go for a ride." Mr. Maynard said that he told him that he had gotten the lowest score in the State of NH. He said to him that it was something that he could build on and it was very important that I realize that. Those words have stayed with him for many, many years. Mr. Maynard said that he tells students that if they miss All State or if they are having a bad day there is always tomorrow and there are always positives in life. Mr. Maynard said that he would like to thank Mr. "M" for those many, many great moments that they had at Memorial. He said that really appreciates this honor.

Mayor Baines said that Richard Maynard and he have been friends for 46 years. He is one of his dearest personal friends. They were colleagues for many years. They were both products of Memorial High School and they both were very influenced by Arthur Mirabile. There are several of his former students still teaching here in Manchester. One

of Dick Maynard's former students is present at this meeting as well. Mayor Baines said "it's all about influence and the great respect that people have for teachers who change their lives." He said that Arthur Mirabile changed his life and he would not be where he is today without his tremendous influence as he guided him through some very difficult times in his life. He said that Dick Maynard is the consummate educator in every aspect of his work. People who have worked with him and legions of students and professional colleagues and administrators all come away impressed with his work ethic and his determination and commitment to youth and his commitment to musical excellence which has been the hallmark of his career. They are also impressed with the dignity by which he does his work each and every day. He is going to be sorely missed. One of his greatest accomplishments is with what has happened to some of his former students. At the end of this month, one of his former students, Pat Racette, who is now a Metropolitan Opera star will be coming back to Manchester to perform at St. Joseph Cathedral. Mayor Baines said that he and Dick will be in the audience and he is sure that Pat will acknowledge that without Mr. Maynard's influence and guidance she would not be where she is today. There are many other people that have accomplished great things in their lives under his guidance and the individual attention that he has given to his students on a regular basis to help them cope with adolescence. Mayor Baines said that he commends Dick on a wonderful career and he wishes him good health and happiness in the years that follow. Congratulations on this much-deserved honor. The Board expressed their congratulations by sharing in a round of applause.

Students and Directors Recognition

Ms. Martin said that there are several students present at this meeting. She said that she has watched her colleagues working diligently towards a very serious task over the past several months. This ladies and gentlemen is what it's all about, to recognize the students and their teachers and the beautiful work that they do. She said that people always ask her what the music department does after the winter concert and the time that they start celebrating Memorial Day. Well, the secondary schools become very involved in their preparation for the NH Music Educators Large Group Festival. Ms. Martin said "our curriculum is about more than performance." There are a number of things that are taught throughout the school year but performance is a large part of it. This is an opportunity for our bands, choirs, and orchestras to go out and perform in front of a panel of judges. It is truly what authentic assessment is. They put themselves out there and say "this is what we do, this is our art and our creativity and our technique so tell us how we did."

Ms. Martin said that the Manchester School District had 19 ensembles attend this year's festival. Of those 19 ensembles there were 14 A-rated ensembles. There was no prouder Fine Arts director at the festival. The District also had other ensembles that attended and raised the bar for their students and received B ratings or simply went for the purpose of receiving comments from the judges for the sole purpose to see how they could improve their work with their students. Ms. Martin said that she couldn't let the opportunity go without bringing them here to acknowledge them this evening.

Representing the concert bands at Central High School was student, Tom Cook with directors, Ed Sterling and Timothy Russell. Representing the Central choirs was student, Tara Tzinopoulos and director, Thomas Seniow. Representing the Central High School orchestra was director, Timothy Russell and student, Sam Adler.

Representing the concert band at Memorial High School was director, Dave Bresnahan and student, Heather Kincaid. Representing Memorial's Women's Choir was director, Maria Courtney and student, Amanda Rogers. Representing the Memorial Concert Choir was student, Chandra Tremblay and director, Maria Courtney. And the Chamber Choir at Memorial was directed not only by Maria Courtney but by student, Alicia Brooks. Representing the orchestra at Memorial was student, Susie Kelly.

Representing West High School's concert band was director, Mike Adams, and associate director, Michelle Nickerson and student, Monique Jeffrey from the band and Richard Christensen from the orchestra.

Ms. Martin said that one of the neat things about this festival is that it doesn't matter whether you're a high school group or a middle school group. They judge you based on what you present to them. For our middle schools' ensembles that decide to go to the festival it truly is an act of courage. As said, the District had 19 ensembles that went to the festival and 14 that received As. Those were not all from the high schools.

Representing the concert band from Hillside Middle School was Matthew Pagnotta, director and student, Benjamin Fink. Representing the concert band from McLaughlin Middle School was director, Denise Lacaillade and student, Mike Ives. The orchestra director from McLaughlin was Barbara Schwalbe and student, Michael Beecy. Representing the concert band from the Middle School at Parkside was director, Diane Francoeur and student, Rachel Schechtman. Representing the concert band from Southside Middle School was director, Mathew Hammond and student, Brandon Vesci and representing the orchestra from Southside was director, Amanda Diron and student, Casey Santos.

Ms. Martin said "thank you ladies and gentlemen for acknowledging their accomplishments and we're very appreciative of the Board's support as always." Comm. Ouellette said that he would acknowledge Chris Martin in her role as the District's new Fine Arts Director. She had some big shoes to fill in taking over from the past director, Mr. Russ Poehlman. Comm. Ouellette said that he has high regard for Ms. Martin and the job that she has been doing as the Fine Arts Director. He has heard only glowing remarks from members of the Community. She should be commended for the job that she is doing in the District.

Mayor Baines said that he would note that Diane Francoeur the band director at Parkside was a student of his when he was a teacher at Alvirne High School.

BOARD AND SUPERINTENDENT COMMUNICATIONS

Supt. Ludwell said that he attended the Navy ROTC annual inspection at West High School on March 16. There were 3 cadets who graduated from the Leadership Academy. The unit was distinguished once again. This has happened 3 times over the last 4 years. West is one of the first schools to receive the Unit Achievement Ribbon. Supt. Ludwell said that he is proud to say that almost 50% or 49.5% of the cadets are on the honor roll and they have contributed over 5,300 hours of community service to date this year.

Supt. Ludwell said that the Central Administration was treated to a performance by Central High School's Jazz Ensemble on Friday, March 26. It was a nice treat that was enjoyed by everyone.

Supt. Ludwell said that on March 30 he attended the Induction Ceremony into the National Honor Society at Central High School. There were 50 new students inducted to the Society.

Finally, there was a Manchester School District meeting addressing elementary school building and space needs held on Thursday, April 1.

Mayor Baines said that the speaker at the Central High School National Honor Society Induction Ceremony was magnificent. The speaker was Meg Vallaincourt who is an executive vice president with the Boston Red Sox. She went to Central High School and actually grew up in Webster House. Meg talked to the students about growing up without parents. It was a very moving address and it brought to light some of the achievements of some of our students despite the challenges that they faced in their lives. Meg graduated from Central and she went on to St. Paul's and then to Harvard. She is an impressive woman. She brought John Henry, the owner of the Red Sox, to Webster House last spring and he gave a laptop computer to every young person at Webster House. They also were treated to a day at Fenway Park. Sometimes things come around and true goodness shows.

Comm. Gatsas said that he is proud to congratulate Nicole Simoneau. At last month's Board meeting he mentioned Nicole, a gymnast at Central High School, who won the all-around in gymnastics for the State of NH. This past March she competed in the New Englands in Norwich, CT and she won the all-around competition. She scored 9.82 on the bars. Comm. Gatsas said that that program was just instituted a few years ago in the District. Nicole is one of the top 35 international-elite gymnasts in the world and she is only a freshman at Central. This is quite an accomplishment.

Comm. Gatsas said that he was fortunate to attend the Large Group Festival. His daughter plays in the band at McLaughlin. It was the first time that he ever went to the festival. It was very well run by the people at Bow High School. He was very impressed with the way that the teachers and students from Manchester presented themselves. All were very focused on what they were doing and the students did an excellent job.

Comm. Gatsas said that on March 24 he went to the Memorial High School Winter Banquet Sports Night. Larry Houghton and Kelly Demers did an outstanding job along with the PTA to honor the student athletes. This is another group along with the PTAs and the PTOs and the Booster Clubs that contribute to the well-being of the athletes and

bands and other organizations within the schools. Comm. Gatsas thanked Mr. Houghton and Ms. Demers for their hard work and efforts in this endeavor.

Vice Chair Stewart said that there were a couple of pieces of correspondence that came in. A letter was received from Ann Remus, the Superintendent of Schools in Bedford, acknowledging the Board for extending Bedford's deadline for joining the long-term tuition agreement to June 2. Supt. Remus indicates that she has returned the copies of the correspondence and amendment to Atty. Cook. Also, a folder was received from McDonough School with an accompanying letter. Vice Chair Stewart read the letter. It said: "Members of the Board of School Committee we wanted to share with you the generosity of the Bean Foundation in making it possible for our students to attend the production of Mail to the Chief. Through the grant program, 3 classes of students participated by writing letters to the next President of the United States which will be sent to the White House after the next Presidential election. Children from all across America participated in this educational-theatre collaborative. We are very proud of the thoughtful material that students from McDonough School submitted. What a wonderful opportunity it was for our students attending the musical to spend a beautiful Saturday afternoon. Many of the children had never been to the mountains so the ride to and from the musical was an experience many of them will always remember. Sincerely, Linda Cacauskis, a 1st grade teacher; Debra Marks, a 4th grade teacher; and Kelley Simpson, a 3rd grade teacher. Vice Chair Stewart said that the musical was held in Plymouth. She said that she would pass the folder around the table for the Board members to take a look at the students' letters.

Comm. Beaudry said that he had the opportunity to go to Highland Goffe's Falls School last week to attend Connect With Music. He said that the Board heard this evening how music is instrumental in our children's education. The band and string orchestra performed. Comm. Beaudry said that he wanted to congratulate Lauren Pepin, the director of the band, David Brien, the director of the orchestra, and also Suzanne Price. There are 40 students in the band from Highland Goffe's Falls School and Jewett Street School and there are 40 students in the string orchestra also. Everyone did a great job.

Mayor Baines said that prior to the meeting he had just come from a Finance Committee meeting of the Board of Mayor and Aldermen. That meeting was requested to try to preclude any teachers in the District from receiving any pink slips because of the notification deadline of April 15. He said that he commends the Superintendent and his staff for doing an extraordinary job with their budget presentation. Also, for the informational sessions that were offered to individual members of the Aldermanic Board over the past couple of weeks to try to answer any and all questions regarding the budget. Mayor Baines said that he firmly believes it to be unnecessary to give any teacher in the School District a pink slip. With everything that is occurring in the School District with all of the challenges before us dealing with No Child Left Behind and trying to raise the standards with students across the District, to put our District in a situation where we would be forced to do this is an unacceptable situation. In addition the uncertainty of the budget is also going to create problems for the District with recruiting and hiring teachers for the ensuing school year. Mayor Baines said that he is highly cognizant of the highly competitive nature of recruiting competent teachers and this situation is going to put the School District in an extreme negative situation in terms of dealing with the teachers' situation. Plus, if in fact the decision is made to send out pink slips a number of teachers who have done an extraordinary job this year that were the last in will receive these notices and they will be heavily recruited to other school districts. We have over 40 vacancies to fill as well. It seems a bit ironic to him when the School District is on the verge of greatness in terms of addressing some of the real significant challenges that have been before the Board of School Committee and the Administration across the District with the tremendous advances that have been made in improvement with curriculum and instruction in addressing the challenges of No Child Left Behind that we're in this situation. The Aldermen, despite the request that was brought forward to discuss the budget, tabled any discussion of the School District budget. Mayor Baines said that last year they were able to reach a consensus around a certain figure for the budget so we wouldn't be in a situation like this. It has been many years since the School District has been placed in a situation of this kind of uncertainty. He deeply regrets the situation. He doesn't think that it is necessary. It isn't a right situation for the School District to be placed in but it's the reality of the time. Hopefully, the Finance Committee of the Board will be able to have a meaningful discussion about the School District budget in a very

timely fashion so that any teachers who would receive these notifications could be called back as quickly as possible. We want to send a voice of confidence to others who are looking to Manchester for employment that we can have competent, dedicated teachers in our classrooms across the District. So that is the situation that exists. It is not a situation that the School District should be in but that was the decision that was mandated by a majority vote of the Board of the Mayor & Aldermen this evening.

Comm. Ouellette said that he was unable to attend the meeting but he did get home early enough from work to see it on TV. He said that he would like to commend the Mayor's leadership in terms of the process up to this point. He said that he was highly insulted to see that they tabled the issue without any discussion. He felt that it was just as insulting when the past Superintendent walked out on their meeting. With everything that has been done to repair the relationship between the 2 Boards he is very concerned with where we're going with that relationship. He said that with the Mayor's leadership he is going to do everything in his power to see that the great working relationship continues and remains. But he is very concerned about the process and where we'll go from here on especially with the conversation that ensued in terms of where some budget cuts may come from through the negotiation process. Actually that was quite petrifying.

Comm. Herbert said that he also was unable to attend the meeting. He asked "in terms of the process that we're in right now what is the timing with the motion? Will there be any efforts to bring it forward again at a special meeting or something?" Mayor Baines replied "yes." There is a public hearing on the budget that he presented on next Monday evening. That is the next part of the process. It's very important for people in the public to have their voices heard regarding whatever occurs with the budget this year. Also it will be an agenda item on the next meeting of the Finance Committee but that is not scheduled until May. So that is something that we're going to need to talk to the Chairman of the Finance Committee, Ald. O'Neil, about to figure out if there is a way that we can advance the discussion regarding the School District budget. Comm. Herbert asked "and in terms of the Administration what is the RIF count that we would be looking at?" Supt. Ludwell said that he would be addressing this also during the Personnel Report in the meeting. The Administration as a whole is greatly disappointed in the decision. They are currently looking at recommending not renewing 75 teachers and there are an additional 43 vacancies in retirements that we will try to hold off hiring until the budget process has been settled. We're fully aware of the impact that that has in the District but equally important is the impact that that has on a new teacher and his or her professional life and the disruption that that may cause that person's family also.

Comm. Gatsas said that he understands that the RIF process by contractual obligations deals with seniority etc. He asked Supt. Ludwell if the Administration got input from the principals. Supt. Ludwell said that they did. The RIF is not simply "last hired first fired" but there are also various classifications in that and you have to look at the seniorities in those classifications. But they involved both the union as far as fulfilling the spirit and the letter of the contract and the individual school administrators.

Comm. Kruse said that he is completely new to this process. He said that the 75 positions as well as the 43 that would go unfilled equals more than the budget gap. Is that correct? Mayor Baines responded "no, we can't arrive at a budget gap because the Aldermen have not given direction on what they think the School District budget will be." Under the City Charter the Aldermen have to have 8 votes to pass a budget and they also have to have 10 votes to override a veto of the Mayor. If they cannot come to a consensus on the budget for the School District the Mayor's budget becomes the budget notwithstanding a veto. So if he were to insist at the end of the day that his budget be the budget the Aldermen would need 10 votes to pass an alternate budget or by veto the Mayor's budget would become the budget. Right now the Supt. does not know what the gap may or may not be. That was the purpose of the meeting so that as was done last year we could find if they were relatively comfortable with the budget that the Mayor had presented. We wanted to get some direction to avoid the situation that we're in right now. There is uncertainty. They could pass a budget that is much less than the budget that he has sent to them. He had hoped to flush that out if that was the direction that they were going and the time tonight was to give some direction to that but for whatever reason they chose not to do that. Comm. Kruse asked "how do we arrive at the 75 number?" Supt. Ludwell said that it easily could have been another number. What they try to do is to look at the budget proposals and what the variants might be between the high and low proposal and come up with a number that is as low as possible but yet still covers that difference. He said that with the 75 positions plus whatever the number of

vacant positions not filled it would still require a very, very judicious application to whatever budget is finally passed. Mayor Baines said that there would be additional discussion as things go forward but this Board could decide not to issue any pink slips as well. The Board has the authority to do that but then we'd have to look at all the pros and cons of doing that as well.

CONSENT SESSION

Finance Committee—Thomas Donovan, Chairman

Comm. Donovan said that the Finance Committee met on April 6 and they have several items for the Board's attention. The Committee approved the **Professional Leave Requests, the Treasurer's Report, the Manifest of Authorized Expenditures, and the City Services Billing**. The Manifest of Authorized Expenditures for Accounts Payable—All Funds is \$4,578,300.47 and for Payroll—All Funds the amount is \$6,327,538.00. The total amount for the City Services Billing is \$721,802.87. The Committee also reviewed and approved the **Operating Statements**. Comm. Donovan said that as reported at the Finance Committee meeting we are now projecting a \$437,000 surplus for fiscal year end. Obviously that could change over time. The **School Food & Nutrition Services Operating Statement** was also reviewed and approved. Comm. Donovan said that there were some **General Fund Budget Transfers** that were approved by the Committee. He said that the Committee approved the **Fleet Government Advisory Service proposal**. That is a proposal for cash management of our funds. Fleet Government Advisory Service is an affiliate of Fleet Bank that would handle things for us and we should get better returns on our invested money. The projection is that we'd get a \$40,000 improvement on interest income from their services. Comm. Donovan said that the Committee approved the proposal to establish a **Special Revenue Fund for the Greater Manchester Professional Development Center**. This was also taken up at the C & I Committee. The proposal is to set up a separate revenue fund because the District would be hopefully providing professional services to not only teachers from our district but from other districts so we would be able to incur some revenue from that. The Committee approved the **Summer School 2004 budget**. And the Committee approved the **Reduce the Risk Curriculum Grant, the History in Perspective Project Grant, and the Manchester Education Enhancement Fund**.

Comm. Donovan made a motion to approve items a-g and items j through o as presented. Comm. Gatsas seconded the motion.

Comm. Beaudry said that he has a concern with the Summer School program and budget as it was presented. He said that it was his understanding that the Administration was supposed to come forward with their recommendation as far as what personnel needs to be involved in the program and the job descriptions of the personnel and what salaries are paid to these individuals. In the Board's packets this month they received the minutes of the October 20th meeting of the C & I Committee. The minutes state that there was a lengthy discussion about the Summer School Program and it had a lot to do with moving the Program to MST and in regards to the curriculum of the Program but it never got into the personnel and financial aspects of things. On page 8 of those minutes it states that "Asst. Supt. Bass said that the recommendation and proposal of the Administration would be brought to the next month's meeting." Comm. Beaudry said that he attended that meeting that was held on November 17. Again the Committee spoke in length regarding the curriculum aspects of the Program. Actually Comm. Labanaris had asked if everything would be in place before they would present for the final consideration so that the Committee would know the courses that would be offered and whether MST would be a suitable place etc. The minutes say that Dr. Bass stated that he would be coming back with the details at the next month's meeting. Also Comm. Labanaris asked if there would be an increase in the tuition and Dr. Bass had replied "no." Comm. Beaudry said that he had asked about the co-directors. We were supposed to look at whether one director or 2 directors are warranted. We actually found out that the 2 directors were alternating days during the weeks of the Program. Asst. Supt. Bass stated that "there will not be 2 directors and that there shall only be 1 director and that determination has already occurred." The minutes say that "at the Committee's December meeting the information regarding the financial arrangements and how the directorship is to be set up will be presented." Comm. Beaudry said that that never occurred. He said that he was at the December meeting and that was not presented for whatever reason. It wasn't until the April meeting that the financial aspects of the Summer School Program were brought up. Comm. Beaudry said that he asked the question of where are the job descriptions for the

director and the assistant director and for the executive associates. What do they do? He said that he looks at the time that they put into this and from his understanding it was a 6-week program that has been cut down to 4 weeks. It is roughly 6 hours for 17 days. They go for 4 weeks, 4 days a week. He said that that figures out to be 102 hours. The current salary is \$3,630 so that breaks down to \$35.59 an hour for the director. They're asking for a raise to \$6,000 which is a 65.5% raise for that position. That would bring the hourly rate up to \$58.82 per hour. It was said that there is start-time that is done to start the Program. Comm. Beaudry said that he put in 30 hours for the start-up time and at the \$3,630 salary that comes down to \$27.50 an hour and if we bring it to the \$6,000 salary it would mean that it comes down to \$45.50 an hour. Comm. Beaudry said that before the Board accepts the Summer School Program budget he would like to see the job descriptions for the different positions to know what they do and what are the hours that they work and how many days per week they're going to be working. He said that the Board has that for every other position in the District and he thinks that they should have it for these as well. The proposed 2004 budget is at \$100,000. Last year's budget was \$77,000. That is a 30% increase. The proposed budget also has projected revenues. Comm. Beaudry said that he thinks that the projections are way out of line. By Mr. Danielson's own admission 2 years ago they had over 800 students and last year the numbers fell to 777 students. They're basing their budget for this year on the tuition of 850 students. So we're going to need 73 more students than last year to obtain the level of revenue that they're saying that we're going to attain. They are also raising the tuition \$25 per student. Comm. Beaudry said "with all that being said if we're going to raise revenue by charging \$25 more per student and we haven't achieved the 850 student margin in the last 2 years then how are we going to reach that number this year."

Comm. Beaudry said that he went to the C & I Committee meeting in March that was held at Parkside. At that meeting it was learned that the curriculum still isn't established yet because a lot of the enrichment courses that were to be implemented won't be because we were unable to obtain the instructors due to late notification. That topic is supposed to come up again at the next C & I Committee meeting. Comm. Beaudry said that he has another concern regarding the teachers' salaries. Everybody knows that the teachers are under contract and their contract is being negotiated. Under Article 5 of the teachers' salaries it states that it is \$20 per hour. The Program's budget is proposing \$25 per hour for teachers. How can they propose that increase when that hasn't been negotiated with the MEA? As everyone knows the MEA is the sole bargaining unit for wages, hours, and working conditions for the teachers in our schools. We can't just arbitrarily say that we're going to pay \$25 an hour without negotiating with the MEA.

Comm. Beaudry said that he would like to table this item until some of these things come to the Board in writing. Give us some job descriptions on what the directors do and.... Mayor Baines asked Comm. Beaudry to wrap up his comments. Comm. Beaudry said that he would like to table this in order for the Administration to come back to the Board with some recommendations in writing as far as what these positions are doing and the salaries that each position will be getting and the hours that these people would be working for how many days a week and how many weeks is this Program. Right now it seems that everything is fairly ambiguous.

At this time, Mayor Baines asked for a vote on the motion that was on the floor to approve the items as presented. Comm. Beaudry asked to table item "I" the Summer School 2004 budget." Comm. Donovan said that he would be willing to have a separate vote on item "I". Mayor Baines asked if the Member who seconded the original motion would agree to the motion to remove item "I". Comm. Gatsas who had seconded the original motion agreed to remove item "I" from the motion to approve the items presented by the Finance Committee.

Comm. Donovan made a motion to approve items "a" through "g" and items "j, k, m, n, and o". Comm. Gatsas seconded the motion.

Comm. Kelley said that she had a question regarding the Professional Leave Requests, specifically the request for the Athletic Director and the Athletic Coordinator from Central attending the Athletic Directors' Annual Meeting in North Conway. She asked why would the District be sending Central's AC to the meeting when she isn't renewing her position for next year. Comm. Donovan said that there are several reasons and one of them is because that particular Athletic Coordinator is receiving an award.

Mayor Baines asked for the vote on the motion. The motion passed by unanimous vote.

Comm. Beaudry made a motion to table item "I", the Summer School 2004 proposal. There was no second made to the motion.

Comm. Donovan made a motion to approve item "I" the Summer School 2004 proposal. Comm. Cote seconded the motion. The motion passed by majority vote; Comm. Beaudry voted in opposition to the motion.

Comm. Beaudry said that he would like for the public to be aware that on some of these positions that we don't have job descriptions and the executive associate positions are based on hourly wages. The hourly wage established right now is at \$20. Last year they worked roughly 227 hours for \$4,538 and with the new wage scale they're going to be making more money for less hours. It's going to be based on \$25 an hour at 220 hours. Again, the director's position will be getting a 65.5% increase in pay. Yes, the assistant director's job will be reduced but overall having a 30% increase and not having job descriptions is unconscionable. This is taxpayers' money. If the Program does not achieve the estimated revenues of \$112,000 it will come out of taxpayers' money to pay for this.

Supt. Ludwell responded. He said that there was a lot of information requested and for it to be in writing and the Administration will respond to that. He said that they can rework the numbers also. As far as the job descriptions one of the major goals for Ms. Donovan in Human Resources is to rework the job descriptions District-wide. We have many positions for whatever reason that have never had job descriptions. Some are not current and need to be reworked. So right now not having a job description may not be unusual. It certainly is a goal for us to have a complete listing of job descriptions for every position in the District. Certainly they can rework the numbers and try to come up with responses to all of the questions that were brought up.

Vice Chair Stewart said that she is a member of the Finance Committee and the Committee did have quite a lengthy discussion at their last meeting about the Summer School. She said that the directors shared a position last summer and for the past several summers. This year that is not the case. There is going to be one director and the person who shared that position is just going to do work for the Program prior to the school year ending. She said that a member of the Finance Committee did ask about the projections for the numbers of students. If she remembers correctly, Mr. Danielson said that they did feel that they would be able to reach those numbers. She said that the Committee did ask for quite a bit of information and the questions were answered. We are changing the venue this year to MST. The Administration feels that that is a very positive move because high school students will now be attending Summer School in a high school as opposed to a middle school setting.

Mayor Baines said "so the cost for administering the program this year is \$7,500 and the cost for administering the program last year was \$7,260 which is actually an increase of \$240." We had 2 directors sharing the job and the Program will no longer have 2 directors sharing the job. One person is going to do the job. So the fact of the matter is that the increase in administrative costs for the director's job is \$240 from last year.

Comm. Gatsas asked Supt. Ludwell if it would be possible to have the job description for the Summer School to come to the Board by October of 2004. He said "you can't wait until February or March to hire teachers and/or a director." To have the job descriptions by October would allow any leeway or changes that may be needed. Comm. Gatsas said that he would make a request that the job descriptions come to the Board in October 2004. Supt. Ludwell said that that would be done by October or before that time.

Comm. Donovan said that when Mr. Danielson built his budget for the Summer School Program he built in a \$13,000 profit. That is a 13% profit. Even if some of the projections turn out not to be true so as far as the number of anticipated students there is still quite a bit of cushion. He said that he thinks that Mr. Danielson has built a reasonable budget. Mayor Baines said that Mr. Danielson is a very experienced manager of this Program.

Comm. Beaudry said that the director's position is not increasing by \$240 it is actually increasing from \$3,630 to \$6,000. The reason it is only an overall cost of \$240 is because one of the directors has dropped down to an assistant director and has taken a reduction in pay. But the director's position is getting a 65.5% increase. If you look at what they did last year they had shared duties for 4 days a week for 6 hours a day for 4 weeks so that is 102 hours total. Half of that would be roughly 51 hours as far as what each director worked. Now the single director will work the whole 102 hours for a 65.5% increase. Mayor Baines said "you just are not correct and you can say it as many times as you

want." He said that the Administration has explained that there had been 2 people sharing a job. Comm. Beaudry said "but half time each as they worked only every other day." Mayor Baines asked Comm. Beaudry to only speak when called upon please. Mayor Baines asked Supt. Ludwell "am I correct in how I explained that, yes or no?" Supt. Ludwell replied "yes, you are."

Comm. Ouellette said "we're arguing about a position that we have had since we have had summer school." Comm. Ouellette moved the question.

Mayor Baines asked for a vote on the motion to approve item "I" the Summer School 2004 proposal. The motion passed by majority vote; Comm. Beaudry voted in opposition to the motion.

Comm. Donovan referred to item "h" the School Facilities Use/Rental Fee Increase. He said that this is another perennial item related to what the District charges for rental fees. There have been discussions over the past several years and this matter actually goes back to the 1980s. The school facilities' rentals have not increased since July 1, 1982 which is almost 22 years. The proposal from the Administration that was tweaked slightly by the Finance Committee and accepted was for a 10% across-the-board increase of all rates etc. Comm. Donovan said that after the meeting Mr. Sanders pointed out that the piano fees had been different 20 years ago because there was a difference in quality with Central's grand piano compared to the other 2 high schools' pianos. That is no longer the case, all of the pianos in the 3 schools are equivalent in quality.

Comm. Kruse made an amendment to the proposal to have all of the pianos at the same rate of \$110. Comm. Cote seconded the motion. The motion passed by unanimous vote. Comm. Donovan made a motion to approve the entire fee schedule for school facilities use and rentals as amended. Comm. Gelinis seconded the motion.

Comm. Beaudry said that at the Finance meeting he brought up a situation at Memorial High School where a group rented the gymnasium and the scoreboard wasn't available to the group. Subsequently Principal Adamakos was available to get the equipment for the group. As a result of that incident, the Finance Committee agreed that heretofore a deposit would be put down by a group for use of school equipment. He said that there had been a rumor that the School District had a policy that didn't allow for this equipment to be rented out but that was not true. There is no such policy but now this deposit fee will be included in the rental agreements.

The vote on the motion was unanimous.

Comm. Donovan referred to item "i" the Dumpster Bid. He said that Waste Management was the successful bidder and as it turns out his law firm had some work for that company so he would abstain from this matter. Comm. Gelinis was the person who made the motion at the Finance Committee and he will present the item for the Board's consideration.

Comm. Gelinis said that the Finance Committee passed this item unanimously. It was an item that had come up for discussion at the beginning of the budget process. Members of the Finance Committee had asked if this had been sent out to a bidding process. The dumpsters that the District currently use are being handled by the City's Highway Department. The Administration sent out for bids and 2 were received. One from Waste Management for \$39.77 and the other company's bid was for a little over \$40. The Finance Committee decided to accept the Waste Management bid of \$39.77. The Administration had inquired about the Highway Department's feelings about this and their feelings were that they were not all that concerned if they did not do it.

Comm. Gelinis said that on behalf of the Finance Committee he makes a motion to approve the Dumpster Bid from Waste Management. Comm. Labanaris seconded the motion.

Comm. Kruse said that the Finance Committee was thrilled to see this kind of a proposal come forward. It looks like we're going to be able to save the taxpayers a considerable amount of money and that is always a good thing. We will perhaps be able to increase the quality of the service that we get. One of the concerns that several members of the Finance Committee raised was that Waste Management was a company that a lot of clients on the recycling side have had a lot of concerns about in terms of the service. The Administration has agreed that they will make some calls to some other school districts so that we can allay any concerns or fears that people might have as to whether we'll be able to have the same quality that has been promised.

Comm. Beaudry said that one person who should be credited with this is Comm. Perry. This was one of his biggest concerns that he has been working on for the last 2

years. It is unfortunate that he is not here tonight to vote on this. Comm. Perry should be recognized for bringing this to the forefront.

Comm. Labanaris asked when that information from the other school districts could be expected. Mr. Sanders said that he hopes to have the information in time for the next Finance Committee meeting.

Mayor Baines called for the vote. **The motion passed by unanimous vote of the Members voting on the motion. It was noted that Comm. Donovan abstained from the vote.**

Comm. Gatsas said that a couple of months there was an issue that was brought up and discussed about the town of Hooksett and an amount of discrepancy regarding the tuition charges. Supt. Ludwell said that things have been going back and forth with a proposal and a counter-proposal. Currently the District's attorney is drafting a response. Comm. Gatsas said "so that issue is still not settled right now." Supt. Ludwell replied "that's correct, the amount is getting much smaller but the matter is still not completely settled."

Comm. Ouellette said that he had asked for information concerning the amount of money that has been spent concerning the declaratory judgement appeals. The Board was informed that the amount is about \$139,000. Comm. Ouellette said that his opinion is that that money is taxpayer money that has been frivolously wasted. He said that he knows that the Mayor made several attempts to settle this litigation out of court and Judge Mangone actually made several attempts to do this along with the District's own attorney. He said that the taxpayers should be aware of how much money has been spent along each and every step of the way concerning this matter. The public should know that the District has been right all along. The Board took a lot of heat from the public and in the media about suing the City and not letting up on it but the shoe was actually on the other foot. He said that the District cannot legally recoup this money from the City side but he wishes that the District could be able to do that. Mayor Baines said "I agree and that money could have bought a lot of textbooks."

Coordination Committee—Leslee Stewart, Chairperson

Vice Chair Stewart said that the Coordination Committee considered one item of action. That was a salary adjustment for the School Board Clerk.

Vice Chair Stewart made a motion to approve the salary adjustment of 3% to a salary of \$25,750. Comm. Cote seconded the motion.

Comm. Labanaris said that she would like to talk about the protocol. Before the Board gave a clerk a raise the entire Board usually got a questionnaire so that they could also chime in on the pros and cons of the Clerk and how she was working out etc. However this time the meeting was between the Vice Chair and the Clerk and that was about all. She said that she wonders why that happened and why the entire Board was not involved in the actual process. Vice Chair Stewart said that she actually checked with Miss Mancuso and she said that only one time in the past several years the whole Board had been asked to help in the review. Prior to that the Vice Chair had always done that independently with the Clerk and then recommended a salary adjustment. She said that that is what she chose to do this time rather than ask the whole Board to come in to a special meeting which is what happened that one time before.

Comm. Beaudry said that the public should be aware that it is 2 years since the Clerk has gone without any raise at all so this actually for a 2-year period.

Mayor Baines called for the vote on the motion. **The motion passed by majority vote; Comm. Gatsas voted in opposition to the motion.**

Curriculum & Instruction Committee--Russ Ouellette, Chairman

Comm. Ouellette said that the Committee met on March 15. The Committee has 3 items to present to the Full Board. They are the History in Perspective Project and the Manchester Educational Enhancement Fund which is a grant from H & R Block in the amount of \$5,250. The Administration is going to get back to the Committee with recommendations as to what to do with that money. The final item for consideration is the Secondary Summer School.

Comm. Ouellette made a motion to approve the History in Perspective Project, the Manchester Educational Enhancement Fund, and the Secondary Summer School. Comm. Kelley seconded the motion. The motion passed by unanimous vote.

Comm. Gatsas asked Asst. Supt. Bass to elaborate a bit on the Secondary Summer School courses. He said that the agenda information states that "the list of course offerings is enclosed" but he didn't find the list in his packet. Asst. Supt. Bass said that

all of the courses that were offered last year would be repeating this summer. There was a series of enrichment courses that they were trying to offer. Those courses have been outlined and fleshed out and he would get that information out to Comm. Gatsas as soon as possible. Comm. Gatsas asked if these courses are for students who failed them to get credit by taking them or for enrichment. Would they be credited for them at the high school level? Asst. Supt. Bass said that there is no credit offered at this point in time other than for students who have failed a course. A student can take a course for review or they can take a course to make up for lost credit or they can take them for enrichment. If a student takes one for enrichment it appears on their transcript but at this point in time they do not get credit for it. Comm. Gatsas said that he has a concern because the amount of time that a course is offered in the summer and the amount of a time for a course offered for a semester may equate but he doesn't believe so. Asst. Supt. Bass said that the amounts are not quite exact. It's about 67.5 hours for a semester course and it's 51 hours for a course taken during Summer School. However one could argue that an adult ed program's course is for 45 hours and there is credit given toward that. But that is a different story.

Comm. Kruse said that his recollection from the C & I Committee meeting is that that issue did come up during a discussion regarding policies. That is an item that the Committee is going to be discussing further in time.

Building & Sites Committee—Chris Herbert, Chairman

Comm Herbert said that the first item regarding the Administration Building Safety Issues is for information purposes only. He said that the Committee received a report from a couple of places including the Fire Department about the Administration Building and the space constraints and various things that have been talked about for several years. It came to a head because of concerns regarding safety issues etc. So the Committee has asked for the Administration to look at the costs further and to come up with more specific proposals to alleviate the space needs related to the constraints that the Building has always placed on the Administrative staff.

Comm. Herbert said the second item is the Resolution Regarding Custodial Services. He said that as everyone is aware the District pays about 96% of the custodial costs of a contract that is negotiated not by the District but by the City. This has always struck him as rather odd but this has always been the case. The Administration is now recommending that the School District inform the City that it intends to enter into direct negotiations for custodial services effective July 1, 2005. The Committee recommends that the Full Board make that motion.

Comm. Gelinas asked if this proposal limits us to only negotiating with private contractors or can we pursue the possibility of having our own custodians. Comm. Herbert said that at this point it is essentially a notification to the City that we are going to pursue negotiations with whatever avenue that we decide to take for custodial services effective July 1, 2005. Mayor Baines said "so it may be with the present provider." Comm. Herbert said that it could be or it could be that the District would decide to have in-house custodians. Mayor Baines said "this is to open up the whole process."

Comm. Herbert made a motion to authorize the Administration to advise the City of Manchester that the School District will enter into custodial services directly with a selected vendor effective July 1, 2005. Comm. Beaudry seconded the motion. The motion passed by unanimous vote.

Comm. Herbert said that there are 2 major projects that are going on at Memorial High School at this time. One is part of the design/build that includes major expansion and renovation at the school. Concurrently with that there has been a successful effort to gain funding to dramatically improve the outdoor-athletic facilities at the school. The two things came together recently because the design/build contractor was chosen as the contractor for the field project. As a result of that happenstance the contractors informed the School District that they have been able to save some money that would allow us to improve the Memorial Field project.

Mr. Sanders said that he received a call last Thursday from Ron Ludwig that they had gotten in the steel bids for the bleacher purchases as well as other bids for other aspects of the project. Gilbane, the prime contractor, was recommending that because of the price of steel which is apparently escalating in the United States at the present time and since we did have some freed-up money because of the bids that if there was the thought to add the 500 bleachers on the visitors' side that now would be a prudent time to lock that in. Mr. Sanders said that he conducted a phone poll of the Building & Sites

Committee and they unanimously approved this suggestion. The price is \$47,160. This had been an item of discussion and concern at the time that the Memorial Field Project was approved that we didn't have any visitors' bleachers. This would alleviate that situation.

Comm. Ouellette asked "if the Board decided not to approve this what would happen to the \$47,160?" Mr. Sanders said that it would remain in the bonded amount. This is based on the total-approved facility cost of \$5.5million which is the gross maximum price. If we completed the project without any contingencies then presumably this \$47,000 would be available to do something within the Project. Comm. Ouellette said that he is glad to see that they found the money because it would have been an administrative nightmare to deal with any events. When we had one set of bleachers at West Memorial it was a nightmare. The process could have gone a little smoother but he is glad that things have arrived to where they're at. Mayor Baines said that he would echo the comments made about the problems at West Memorial before there were the 2 sets of bleachers especially when there was an inter-City game. If anyone had been there when the complaints were being made by the bands and the citizens it would be understood why this is a prudent decision to make.

Comm. Herbert made a motion to approve the request for 500 additional bleachers to the Memorial Field Project. Comm. Beaudry seconded the motion. The motion passed by unanimous vote.

Comm. Beaudry said that he would like to commend Ron Ludwig, the Director of Parks & Rec. He has worked diligently with Gilbane and also with the Singer Park Project to acquire bleachers and to save additional money in the Project to facilitate these additional items. He is doing a great job with the project at Memorial.

Mayor Baines suggested that a motion regarding item "a" the Administration Building Safety Issues be made. **Comm. Herbert made a motion to have the Administration look at costs to address renovations to the Administration Building and to address the Fire Department's report. Comm. Gelinis seconded the motion. The motion passed by unanimous vote.**

Student Conduct Committee—Marc Cote, Chairman

Comm. Cote said that at the Committee's last meeting held on March 23 there was a presentation on the APEX Project currently underway at Central High School. People in the project from Central along with people from the State's program and from the national program in Chicago shared valuable insight and information as to how the staff of the school has been being trained and how the program is being implemented. This is the drop-out rate reduction program and the implementation of positive reinforcement in the school environment. Many, many hours of training and work in this effort have been done by the school's staff and this has been done during the same time that the school recently went through their accreditation process. The staff and principal are doing a wonderful job in this endeavor.

Comm. Cote said that 2 expulsion hearings are scheduled for Tuesday evening.

Athletic Committee—Arthur Beaudry

Comm. Beaudry made a motion to approve the Coaching Nominations and to approve the new Gym Maintenance Form. Comm. Gelinis seconded the motion. The motion passed by unanimous vote.

Comm. Beaudry said that the new form is to be used by the schools' principals and Athletic Coordinators regarding any maintenance issues with the scoreboards and the gyms. If there is a problem the form would be filled out and forwarded to Mr. Raycraft, the District's Athletic Director, for proper attention.

Coaching Nominations

Central High School

Andy Laroche	Baseball Varsity
Robert Fuller	Baseball JV
Keith Chisholm	Winter and Spring Track Assistant Boys
Shaun Patrick Reilly	Lacrosse Varsity Girls
Dante Laurendi	Football JV

Memorial High School

Jack Ebert	Lacrosse Varsity Boys
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West High School

Jillian Murray
Douglas Maynard
James Zinis

Lacrosse Varsity Girls
Lacrosse Varsity Boys
Baseball JV

Parkside Middle School

Gena Thissell

Spring Track Girls

INFORMATION/OTHER BUSINESS

Comm. Gatsas asked if the situation with the RIFing of teachers and the resulting larger class sizes would affect the contract that the District has with the surrounding sending towns. He said that it is his understanding that the contract says that the student population and the class sizes would be in accordance with the state level. The State sets a level of 25 or 30 students at the different levels. He said that he wonders if the District doesn't receive what it wanted for its budget how would that affect the sending towns if they agreed to a contract that stated that there would be a certain amount of kids in a classroom but now the numbers will be over that amount. How does this affect the tuition agreement?

Supt. Ludwell said that he would have to revisit that. Quite honestly the Administration has not had time to review that. He said that the agreement did have something about that in it and it also had something relative to capacity. He would look into that. Mayor Baines said that Comm. Gatsas makes a valid point. He said that the School Board did not expect to be in the situation that they are in tonight but that is certainly something that would need to be addressed.

Mayor Baines said that he and Asst. Supt. Aliberti were present at Beech Street School last week when the school celebrated the students having reached a milestone. They students read well over 11,000 books. It was a celebration of reading in the school. Asst. Supt. Aliberti said that it was a terrific event. The students assembled in the gymnasium and they were recognized for their reading. The Mayor read a book to the students. Also, there was recognition of a "book-raising effort" for the school's library. Over 3,000 books were donated by a school from another district to the library at Beech Street School.

ACTION SESSION

Elementary Out of State Field Trips

Asst. Supt. Aliberti said that in accordance with District policy that was amended in December of 2002 they now have to bring all out-of-State field trips to the Board for approval. There are 6 school requests for 10 field trips for the Boston and Lowell areas of MA. Asst. Supt. Aliberti said that background information on each trip was included in the agenda packet.

Comm. Labanaris made a motion to approve the Elementary Out of State Field Trips. Comm. Kelley seconded the motion. The motion passed by unanimous vote.

High School Field Trip

Asst. Supt. Bass said that there is a request for West High School's Robotics Team for a trip to Washington DC for the national competition. He said that he is pleased to report that the team raised a significant amount of money to help offset the cost of the trip. The team looks forward to the competition.

A motion to approve the High School Field Trip was made by Comm. Ouellette and seconded by Comm. Cote. The motion passed by unanimous vote.

Personnel Report

Supt. Ludwell said that the Administration recommends approval of the report as submitted.

Comm. Beaudry asked "what is the criteria for leave-of-absences? How many times can a leave be extended and what is the maximum timeframe that someone could be out in a leave of absence."

Mary Donovan, the HR person for the District, said that the contract is not clear but is rather ambiguous about extensions of leave beyond 24 months. In Manchester the practice has been that individual teachers who are actually going through a second event such as a second pregnancy have the clock start again. So some of the leaves that one

sees are repeating and the practice has been to approve those leaves. Comm. Labanaris said that it has also been not the policy of the Board but the practice that we try to keep people as long as we can if they are on a leave of absence. We don't just drop them off the list because teachers are difficult to get and we want to keep them without starting all over again. Mayor Baines said "especially with the pending of 400 teachers looming over the next few years." He said that it is a prudent thing to do if we can do it.

Comm. Herbert made a motion to approve the Personnel Report. Comm. Scott seconded the motion. The motion passed by unanimous vote.

Personnel Report

Resignations: Certified Staff

Rebecca Baharian	Gr. 8 English	Hillside	\$35,535
Amy Jean Woloski	Kindergarten(Temp)	Gossler	\$32,094

Leave of Absences: Certified Staff

Louise Forseze	Teaching Asst.Prin/ Grade 3	Gossler	\$56,852
*Orania Steinbach	Grade 1	Wilson	\$49,287
*Patricia Hurley	Special Needs	Northwest	\$42,410
Lauri Carroll	Grade 5	Beech	\$38,972
*Kelly Bellemare	Grade 1	Webster	\$35,535
*Lucy Canotas	Gr. 6 Math	Hillside	\$32,094
Jade Potts	Science/Health	Jewett	\$30,375

*2nd consecutive child rearing leave of absence

Retirements: Non-Certified Staff

Nancy Huot	SpEd Paraprofessional	Highland	\$13.50/hr.
Janice Robinson	SpEd Paraprofessional	Southside	\$11.64/hr.

Resignations: Non-Certified Staff

Stephanie Harlan	Interpreter/Tutor	District	\$15.67/hr.
Kenneth Cooper	Print Shop Manager	MST	\$12.79/hr.
Charles Beauregard	SpEd Paraprof.	Central	\$10.98/hr.
Nancy Martinez	ESOL Paraprof.	Highland	\$10.98/hr.
Shannon Boyce	SpEd Paraprof.	Southside	\$ 9.75/hr.
Erin Breen	ESOL Paraprof.	Parker/Varney	\$ 9.75/hr.
Lisa Chartier-Dowd	SpEd Paraprof.	Parkside	\$ 9.75/hr.
Sarah England	SpEd Paraprof.	Wilson	\$ 9.75/hr.
Robert Juneau	SpEd Paraprof.	McLaughlin	\$ 9.75/hr.
Michale Lucier	SpEd Paraprof.	Webster	\$ 9.75/hr.

New Hires: Non-Certified Staff

Angela Acosta	SpEd Paraprof.	Parkside	\$ 9.75/hr.
Elizabeth Craumer	SpEd Paraprof.	Southside	\$ 9.75/hr.
Roberta Hackett	SpEd Paraprof.	Wilson	\$ 9.75/hr.
Susan Levesque	SpEd Paraprof.	Beech	\$ 9.75/hr.
Suzanne Spillane	SpEd Paraprof.	Southside	\$ 9.75/hr.

OTHER BUSINESS

Mr. Sanders distributed a handout entitled Teacher Reductions. Supt. Ludwell said that in light of current budget issues it is necessary to reduce our teaching force by 75 positions. They have indicated where those positions would come from. Supt. Ludwell said that the Administration is recommending that 75 teaching position equivalents be reduced. Again, this is solely because of budgetary constraints. He said that he would ask that the Board member making the motion read the exact motion in order to fulfill any legal or contractual obligations.

Comm. Kelley made a motion that the Board, having determined that due to future budgetary constraints, it is necessary to reduce the size of its teaching force, hereby authorizes the Superintendent to nonrenew up to 75 teachers. Vice Chair Stewart seconded the motion.

Comm. Gelinis said that he had a question in regards to the federally-funded teachers. Why would the federal-funded teachers be affected by this? Supt. Ludwell explained.

He said that to get far enough down the list of the General Fund they had to go through several teacher positions that were funded through the federal funds and not the General Fund. When the federal funds become available they will be able to hire some of those teachers back or they may be filled through seniority. Comm. Gelinas said "the situation that we're now in with the Board of Mayor & Aldermen is in regards to our General Fund so how does that affect our federally-funded portion of our budget." Supt. Ludwell said that it would not affect our federal funds but because they were on the seniority list we had to go through those positions until they could get to additional General Fund ones. Again, we should get the federal funding and we're anticipating about the same level of federal funding and that should provide opportunities for some positions to be replaced. Comm. Gelinas said that he was confused. He said "so we're taking action tonight for 2 reasons. One is to RIF 54 teachers because of the situation that we now have with our budget with the BMA and because we do not have our federal funds we are RIFing 21 teachers also." Supt. Ludwell replied "no." He said that some of the teachers that are on the seniority list are funded despite where their position is on the seniority list. They're funded through federal funds but we can't skip over them because they are a senior level teacher. We have to go through that position to get to the additional General Fund. Mr. Sanders said "it is somewhat like a 'last hired, first fired' thing where they have to go through their seniority dates in the various disciplines and that is why we had to identify 21 federal-fund people." Comm. Gelinas said "so when we receive our federal funding will those teachers that were RIFed in the federal-funded area be called back first?" Supt. Ludwell said "yes, the call back would be by qualification, classification, and seniority." He said that the position may change a little because of some of the constraints that we have. For example, classroom reduction. We might currently be funding a 3rd-grade teacher but once the dust settles and once every principal realigns their staffs the need for that position might be a 4th grade teacher instead of a 3rd grade teacher. He said that they anticipate positions coming back but perhaps they will be re-organized.

Comm. Ouellette said that he had a question with the terminology. He asked "when someone is non-renewed because of budgetary constraints will that person have a difficult time being able to apply somewhere else because they were non-renewed rather than RIFed?" Supt. Ludwell said that he did not believe so. Ms. Donovan said "non-renewal is really just a form of RIF. So there will be teachers who will be non-renewed for performance and teachers who will be notified because of the budget and that will be explained to them. So it really isn't going to interfere with their ability to be rehired. The non-renewal really is only a terminology that we use by statute for reduction in force." Comm. Ouellette said "so that is terminology that is used throughout the profession." Ms. Donovan responded "yes."

Comm. Beaudry asked "can we unilaterally transfer a teacher from a General Fund position to a federally-funded position if the money is available?" Ms. Donovan said "yes." She said "in order to net out the General Fund positions that we need to look at in anticipation of whatever the budget is going to end up being we needed to look at the contract which is very specific about classifications. People have moved around in the District and have seniority in classifications. In order to notify the correct number of positions, all General Fund, we would have to notify the federally-funded people in order to move in that seniority list in reverse order. When we recall, which we would hope to do, we would recall in reverse order so that the most senior people would be called back to positions. If those positions happen to be available because of federal funding or class size those people would come back into funded positions. So it's not an automatic ownership to a federally-funded position. Supt. Ludwell said that most federal funds have a provision that the funds are to supplement not to supplant the program. Supplement is to support it, supplant is to take the place of. So that is an added constraint that we have to look at when we're looking at the funding source for that position.

Mayor Baines said that he had something to say right up front. He said "I will not support the RIFing of teachers in this school district." He said that he appreciates the Superintendent's efforts here. But knowing the challenges that are in our District right now with class sizes and No Child Left Behind and keeping the School District moving forward and the competitive nature of trying to recruit competent teachers he will vote "no" on the recommendation to RIF. He realizes that that is a risky proposition but in good conscience he cannot support RIFing teachers at this very critical time in the School District.

Comm. Beaudry asked if he is correct in saying that the 75 teachers being RIFed is over and above the 45 teachers that are retiring this year. Ms. Donovan said "that is correct." Comm. Beaudry said "so that would be 120 total for the District." Ms. Donovan agreed. Comm. Beaudry said that he is in opposition of RIFing also. He said that that the Board is in a dilemma. Looking at the State Adequacy Grant we don't know what the District will be getting from that. And what we heard tonight from the Aldermen is very disenchanting. If we don't RIF and all of this comes to fruition and we need another \$5million where do we go in that point in time? We don't have enough resources in our budget to come up with \$5million. So at that point we can't RIF if it is after April 15. So what would be the next step?

Mayor Baines said "everyone has to come to their own conclusion about what to do." The Superintendent has made his recommendation. He said that he respects that and he has just stated his position knowing the needs of the School District and the Board's commitment to public education and the challenges that we have in our schools across the District. But he just can't support that. He said that he is at the point in his life and in his leadership of this Community where he cannot support something of this nature. It is unfortunate that the Aldermen did not deal with this issue tonight but that is the situation that we're in. We cannot afford to potentially lose 75 teachers. We already have over 40 unfilled positions from people leaving the School District and from retiring as well. That does give some bit of a buffer but it is not a very good situation either. To create that kind of uncertainty is not good. We're in a situation where our School District still has 150 plus classes of over 30 students just at the high school level. Supt. Ludwell said that there are currently 106 such high school classes. Mayor Baines said that there are also some elementary classrooms in the District that have over 30 students. Again, because of the challenges that we have in meeting the requirements and with the issues brought about with the tuition contracts etc. it means that he can't vote "yes".

Comm. Herbert said that he agrees with Mayor Baines. He said that he wanted to make an observation. Sometimes in life there is posturing and then there is substance. He said that he is angry that the Aldermen have somehow tied together attempting to use the RIFing business during a negotiation process. If the Aldermen were serious about saving money on labor and health they would have started a process a long time ago in terms of working with the unions. Or if they had to butt heads making it clear that there was going to be a conflict that everybody had to prepare for in order to reduce the health costs and/or the salary costs regarding the teachers. But what has happened from his perspective is just posturing. It's not serious. Somebody comes up and says that they're going to do this or this or this knowing full well that the Aldermen could just as soon jump over the moon as have them occur. But it looks good in print. Comm. Herbert said that after 6 years on the Board it happens every year and it always come from the same people. He said that he thinks that it was Ald. Shea this time around. Ald. Shea knows that that isn't even likely but he said it anyway and that is posturing. If you're serious about leadership you don't go about solving these problems that way. So to hold up 75 young teachers and their families and play with that type of situation for the process of posturing, which is what happened, is a total lack of leadership. It is very disconcerting to him. He said "believe it or not I'm a Republican but I'm almost ashamed that adults play these games with other people's lives and truly won't deliver on what they say they want to deliver." He said that he would like it to stop. If the Aldermen are to control the budget they need to be serious and specific and start saying things that are real and lay out policies and plans for the future that might result in savings. But what we're going through now is simply a total waste of time. He said "I'm not going to vote for RIFing."

Mayor Baines said that he appreciates Comm. Herbert's comments. He said that this is not a Republican or Democrat issue. He said that he has not heard any discussions about laying-off a police officer or firefighter or a health professional. One of the basic fundamental responsibilities that we have in our Community is to educate our children to the best possible. Anybody who spends time in the Manchester public schools knows that we're on the verge of greatness in this School District. Not just with what we're doing with the facilities but with what is happening in the classrooms across the District because our teachers and our administrators are taking No Child Left Behind very, very seriously. And they are working in programs on the fundamental issues of reading and getting students on reading level to open up advantages for our most precious possessions, that being our children. We just cannot do something like this. He said that he will take a very, very strong stance as Mayor of the City and as Chairman of the School Board to not jeopardize public education. He said that he can't remember the last

time that we did this. He said that if you are a high school principal and you have to give a teacher a pink slip he can tell anyone that there were many moments when the teacher cried and he cried and he spent many sleepless nights. You are disrupting the lives of a lot of people but more important than that is that we cannot afford to lose teachers at this very critical time in the highly competitive nature of the teaching profession right now. It's just not the right thing to do. He said that we're going to have to work very hard to defend the budget and he is prepared to do that. There is some uncertainty out there in talking about the State budget. Well, the State needs to meet its responsibilities and we should work with our State representatives. He said that he commends Senator Gatsas who is working very hard to make sure that there is a fair solution given the limited resources. At the end of the day you live and die politically by your votes and by what you stand up for and for what you believe in. Mayor Baines said "I believe in the education of our children." Can we have some efficiencies? You bet. This Administration has worked to bring credibility and efficiency to this School District. Mayor Baines said that he remembers another time when a decision was made by a Board at a critical time not to RIF any teachers and what happened as a result that year was that we didn't buy any books or supplies. The commitment was made to put the resources into the teacher in the classroom. He said that was the time when he was very fortunate as a high school principal to have a parent with the financial wherewithal to deliver a truckload of paper to their school because they didn't have paper because of a very similar situation. But you know you either pay now or you pay later. When you divert purchasing textbooks the cost increases and then things backlog as you try to systematically replace and modernize our textbooks and our reading series and our history and science books across the District. There is so much at stake right now with No Child Left Behind that we just cannot afford to lose the teachers. We need to commit to work with our Superintendent and with our political leadership in our City to make sure that this is not necessary.

Comm. Gatsas asked why the RIF listing is exclusively in regards to teachers. Supt. Ludwell said that they have looked at other positions. Last year they started with the educational assistants. Unfortunately, very quickly into the school year, by around late October, they were forced to hire them all back or to hire replacements because the vast majority of those are IDEA driven or OCR driven through either ELL or 94142. If they can find other areas, and they have been looking, they will. But this was a quickly-approaching priority deadline that they had to meet. If they can identify other areas they will certainly do so. Comm. Gatsas said that he noticed that there were no Central Office positions listed. He said that he agrees with the Mayor. He said that the current situation is sad because if slips go out in the District and we lose a chemistry teacher or a physics teacher or a math teacher at the secondary level or a foreign-language teacher, they're gone. He said that we got caught in a similar situation a few years ago. We were going to have Spanish in the schools but we couldn't find those teachers. If we wait till August we get Alternative 4 of Alternative 5 people and they stay or they don't stay. Supt. Ludwell said that we have to keep in mind that we're faced with an April 15 deadline for teachers. With the other positions we can continue to work on those. Comm. Gatsas said that another thing is about teachers who retire and using them at the secondary level as part-time employees. He said that this might be a negotiated item. He said that there had been a situation a few years ago regarding a teacher who had retired from the Manchester School District after 30plus years who wanted to teach math in the District but the union said "no" to the person. They only needed him at Memorial for 2 periods but the union said "no." It was a cost-saving measure that would have been to the District's benefit. It was good for that person to work for the District for 30 years and to be in the union for 30 years but... They just wanted to continue working on a part-time basis. Comm. Gatsas asked "are we looking into avenues like that?" Supt. Ludwell said "we have done that at least on one occasion." He said that he is going to need some direction on negotiations in general. He has no idea where we're going with those now. He said that he can't say what is wrapped up in negotiations now or what isn't anymore. Comm. Gatsas said that he wasn't involved in what was going on with the Aldermen. He said that he feels that if someone is a dedicated employee to the District for a number of years and we are struggling in areas such as math and science then we ought to allow them to work on a part-time basis. It is not going to cost us benefits or other things. It baffles him that other districts around the country are doing this and they have a working relationship with their union to do that. What opened his eyes the most was that this individual said to him that for 30 years he worked for the Manchester School System and he gave his heart and soul

to it and he was a member of the teacher's union. Then when he asked for one favor it was shot down. Mayor Baines said that he appreciates Comm. Gatsas' comments but he would like to focus on the recommendation that is before the Board regarding the issuing of non-renewal notices.

Comm. Donovan said that he sees that there are 4 factors that are driving the Administration's recommendation tonight. This puts us in a very difficult position. The first is the State budget and what the Adequacy Grant will be. We know that it is \$45million for this current year. There are some recommendations that would have us receive as little as \$40million which would be a \$5million hit. Comm. Donovan said that he is optimistic that we will get the \$45million or something close to it but we don't know that now for sure. He doesn't have the confidence in light of what happened over at City Hall in the Aldermanic Chambers that the BMA are going to do anything but pass on any negative consequence to us. When there was a positive balance of \$3million last year over our projection of State aid the School District did not get a penny of that. He is not seeing that there would be an equivalence if there was a downward movement. So that concerns him. There is a group on the School side that is watching this. Some people went to Concord and testified for that.

Second, is the City-appropriation budget. We all know what happened tonight. If we had gotten a number recommended by the Aldermen we would have at least have been able to measure against this list but we don't have any number. The motion that passed was to table this discussion so we don't know what is going to happen. That is troubling to him on a number of levels. We know what our budget is and we know what our requests are. We worked over a 4-month period of time to get to where we are with our budget. The Aldermen are just starting.

Next is on teacher-contract negotiations. He said that what he knows from second-hand information is that we have been talking for several months and we have been making progress. He has a sense that on the City side that they are not nearly as far along as we are. To hear comments that we can do this or that in negotiations is easy to say from someone who has not really started hard bargaining. We've been doing that over some period of time and we're a lot further along. Those comments are not well served to the hard work that has been put in so far in negotiations.

Comm. Donovan said that the 4th factor is that next year the District has a \$5million payment that we're going to have to make on the debt for the design/build. We knew last year when we voted on it that out debt was going to increase. We had hoped that we would be able to spread the costs along and that was what our plan was. But the Aldermen in their wisdom decided to front-end load it so we've got \$5million in our 2005 budget that we need to deal with. Luckily we've got revenue that is going to cover a good deal of that payment but that doesn't help with our appropriation side. We can't spend more than our appropriation. Some of that appropriation is for the design/build. It's not going to affect the taxes but it is going to affect our ability to spend money on things like teachers. So \$5million of any increase goes to that. It doesn't affect the taxes but it does affect our alternatives. So collectively when you have all of these things together we could have a serious problem unless things don't work out. We certainly don't want get back in a position of having a deficit. We know that teachers' salaries are the single largest drivers of our budget and if we don't look there when we've got uncertainty he doesn't know where we can look.

Mayor Baines said that the last point made is critically important here when people are looking at what is happening on the District side when \$5million that is associated with this is related to the school-renovation project. Comm. Donovan is absolutely correct. The District had structured a payment schedule for that debt service which was not front-loaded early on. But in order to get the necessary votes to pass that bond there were a core group of Aldermen that insisted that the debt be shifted. So had that not been done we would not be facing what we are right now. But the reality is, as one Alderman said today, you realized that when you passed the School construction project that you were adding debt to the School District. The good news is that about \$3.1million is coming in for that from the tuition towns but the rest of it is debt service that has to be picked up as part of the overall appropriation.

Vice Chair Stewart said that the Mayor just stated that he can't remember the last time that the District was in the position of actually doing lay-offs. She said that she believes that it was at least 7 years ago if not 8 years ago. She said that she would piggyback on Comm. Donovan's comments. The \$5.2million leaves us about \$6.1million left from where we are now to the Mayor's budget which is 4.87%. So essentially it is under 5% to

what we think is an efficient, effective budget for the School District. We are on the verge of something really wonderful happening in the School District. There are a lot of things turning around including our drop-out rate decreasing this year. However, she said that she is going to support the Superintendent's recommendation for this reason. She has lived through a deficit on this Board. She has lived through the finger pointing and she has lived through people feeling that this Board was not responsible. She feels that the responsible thing to do unfortunately seems responsible but on the other hand it seems to be totally irresponsible. Having worked with the Superintendent and with the Business Administrator, she doesn't see that there is any fat in our budget at all. If we don't take this move and are left with what the Aldermen are suggesting of at least \$2million less than what the Mayor has suggested we would have nothing left if there were to be some catastrophic event. She must support the Superintendent's recommendation.

Comm. Quелlette said that this is a very, very difficult situation. It is the first time that he has been faced with a motion to RIF teachers since he has been on the Board. This Board has worked so hard in getting where we are today. But we have no other alternative and no other plan. He said that he feels like he is being painted into a corner. He said that he understands that comments were made by the Aldermen at their meeting that we don't have to RIF because we can do certain things in our negotiations. But when it comes time to pull the trigger and terminate the contracts they didn't want to do it. So he just doesn't think that there is any other solution or alternative. The Superintendent is not making this recommendation to play any game with the Aldermen or to draw a line in the sand. He is sure that the Superintendent has spent many a sleepless night as he has thinking about this.

Comm. Kruse asked "if we were to take these 75 positions out of our current School District budget proposal what would that make our new budget proposal look like?" Mr. Sanders said that the 54 General Fund teaching positions that we're eliminating would save us \$1.8million next year. That would bring the budget to \$136.7million. Comm. Kruse asked if the \$136.7million would be before or after we have taken into account some of the initial proposals that had been brought forward in our subsequent meeting with the Board of Mayor and Aldermen such as reducing the increase in the maintenance area. Mr. Sanders said that all of those adjustments were made in getting to the Mayor's budget. They had originally proposed 29 new positions to deal with class-size issues and those have now been reduced to 9 positions to meet requirements dealing with SPED and OCR. They have taken advantage of the Gill Stadium reduction in rental. They have taken advantage of a lower expectation of health and medical costs for next year which is merely a guess so that is not a hard savings. But all of those items were taken into account in getting down to the \$138.5million which was the Mayor's proposal. So what we're doing now is going below that. Comm. Kruse asked "where does the maintenance issue stand at this point?" Mr. Sanders said that in the Mayor's budget our proposed maintenance was at 75 cents a square foot. He said that the costs were taken down from \$1.00 a square foot which was the original proposal. Some people have asked about getting it down even lower. Mayor Baines said "think of the ridiculous side of that with all of the money that we're expending to redo the schools." We got into the situation that we're in now because of a lack of commitment to maintain our facilities. We can go through all of our School District with our buildings and you can go to a place like Gill Stadium which as we found out had a grandstand that was in structural danger. We could have had a catastrophe. So we're paying for all of that now because we didn't maintain our facilities. Imagine saying to the taxpayers that we bonded \$105million into our schools but by the way we're not going to put in any money to maintain them. We know that the next Boards and the next Mayor and the next generation of taxpayers are going to pay the price of that. But to take this to the human level of having to reduce the number of teachers that we're talking about and the impact that that has on instruction in our School District. How do you ever regroup from something like that? He said "I'm willing to fight the battle."

Comm. Scott said that she is very, very new to this insane game of chicken that we seem to be playing with the Aldermen. She said that somewhere in between the amount that the Board wants and what we heard today is going to be where the budget is going to end up being. She asked "if we were not to accept the RIFing figures given to us tonight would normal attrition and retirements find that middle ground acceptable at all or is that just not going to make it?" Supt. Ludwell said that 17 of the 44 retirements are critical needs such as chemistry or physics teachers and things like that. We would probably need to go out for those eventually. Who knows what will happen with the State funding

but he doesn't know whether those 43 or 44 positions would cover that \$1.8million needed. Mr. Sanders said "no it wouldn't." If we had to fill those 17 positions it would leave us with 25 positions that we could work with and that would be about a million dollars next year. So the combination of what we're RIFing and what we may not have to replace on our retirements would be about \$2.8million. Mayor Baines said "imagine having a situation with somebody like Richard Maynard and not replacing that teacher." That's the type of choices that we could be facing. It's not acceptable.

Comm. Beaudry said that the District eliminated all of the books and all of the supplies during his first year on the Board. He said that he respects the Aldermen in trying to get the budget as low as they can but the Garrity/Guinta budget that was presented is basically a reduction of \$3million from the School side. So we could eliminate all of the books and all of supplies in the whole line item and we'd still be well short. When he first got on this Board they had just gone through a 2-year deficit and that is one thing that he said to his constituents that he would not support is another deficit. So he is disheartened in having to support the recommendation but he is going to because he feels that our backs are against the wall. If this doesn't pass we can take all of the books and all of the supplies and we're still going to be stuck.

Mayor Baines called for a vote on the motion at this time. He asked for a roll call vote. Voting in opposition to the motion were Mayor Baines and Committee Members Herbert, Labanaris, Gatsas, Kruse, Cote, and Ouellette. Voting in favor of the motion was Vice Chair Stewart and Committee Members Scott, Gelinas, Beaudry, Kelley, and Donovan. The motion failed by a vote of 7-6.

Comm. Ouellette said that that vote was excruciatingly hard for him. He said that he has been saying all along that they are pushing us up against the wall. His vote puts a lot of faith in Mayor Baines' leadership. He is not trying to put undo pressure on him but...Mayor Baines said "we're all in this together." We all voted by our consciences and he feels that he cast the right vote. We're going to have to work through this and come up with a budget that is responsible and that respects the integrity of our School District and the citizens of the City of Manchester. We're all going to have to work very hard to justify what we have done.

Mayor Baines said that now he has what he considers an unpleasant task that he has to bring forward to the Board. He was not at the last meeting of the Board of School Committee. It is his understanding and without getting into discussions that took place during a non-public session, there were concerns about the behavior of a particular School Board member during that session. He said that he would let those that were there talk about that if they so wish. When he learned about the situation, he had a brief conversation with the Vice Chairman of the Board and the Superintendent of Schools. They requested a meeting at his office. Attending that meeting were the Vice Chairman of the School Board, the Superintendent of Schools, Assistant Superintendent Bass, and Mr. Sanders, the District's Business Administrator. When you are the Mayor of this Board you take an oath to support the City Charter and enforce the Charter. That is one of the jobs of the Mayor. However when you get into the behavior of an individual School Board member and when the Supt. of Schools comes to the Mayor who is the Chairman of the School Board and says that he has a School Board member that is "interfering with his ability to manage the School District" and he uses words such as "misuse of authority" and "undermining the Administration" and other comments of that nature he thought it imperative that this matter be brought to the entire School Board for discussion. He said that this is nothing personal for him. It is a matter of what he has to do as Mayor. And when you're Mayor and in this capacity sometimes one has to do things that are unpleasant. He has to do it because he took an oath to do it and because he believes that it is the right thing to do. All of us recognize that when we become members of the public there are certain parameters with the way that we conduct ourselves as individual members of the Board. None of us are perfect and sometimes we go over the line and we need to be called back. But this situation got to a certain point. Mayor Baines said that he has been Mayor for 5 years and no Superintendent has ever come to him with accusations of this nature that his ability to run the School District and his administration was being interfered with.

Therefore, he brings to the Board's attention this evening that the Supt. has brought to his attention that School Board Member Arthur Beaudry has been interfering with his ability to manage the School District. Again, as he is not privy to the day-to-day operations of the School District as that is the Superintendent of School's job he as

Mayor now brings this matter to the attention of the Board of School Committee. He asks the Superintendent why this matter was brought to his attention.

Supt. Ludwell said that there was a growing pattern over the course of the past year and a half and he believes that it came to a head at the last Board meeting with the actions and behavior that happened.

Comm. Beaudry said "what was done though at that meeting was in non-public session." Mayor Baines said that the Superintendent has the floor and no one is to speak out unless called upon.

Supt. Ludwell continued. He said that the behavior that was exhibited during the meeting was such that it was a source of great concern for him and for his staff. He felt that that was the breaking point and it was at that time that he felt it necessary to bring it to the attention of the Vice Chair and then to the Mayor.

Vice Chair Stewart said that she would like to take this opportunity to ask Mr. Beaudry if he would be willing to apologize for his actions during the non-public session at the last Board meeting. She said that she wouldn't go into the details, they are known to everyone in the room. It was in non-public session but certain individuals are owed an apology as is the whole Board for the behavior that was exhibited that evening.

Comm. Beaudry said that first of all he spoke to individual Board members and explained to them that it was his frustration that came out that evening. Seeing that the door to a non-public session has been opened, he is going to divulge what was actually said and let the cards fall as they may. He said that there was a situation where a bill was paid. It was brought up by Comm. Gatsas. Mayor Baines asked Comm. Beaudry to stop speaking. Comm. Beaudry said that he believes that he has every right to bring this up and if he cannot do so now he will..... Mayor Baines said "hold on, I would like the opinion of the attorney representing the School District to weigh in on this matter." Comm. Beaudry said "you either allow me to bring it up now or I'll bring it up later but it is going to be brought up. You opened the door to this discussion. I am not going to get publicly questioned without letting the public know what caused the situation." Mayor Baines said that he doesn't think that anyone has any problems with addressing the issues themselves, but it was the manner in which they were addressed. Again, he was not there at the meeting.

Atty. Eggert said that what the Board faces is a twofold situation. As he understands it the Board has a concern about conduct that occurred in a non-public session. The difficulty is that the concern is about conduct of a Board member. There is no exception for going into non-public session to protect or preserve the reputation of any Board member so you don't have the ability to go into non-public session when you discuss the conduct of a Board member. So what it does is impose a duty on everyone and not only Comm. Beaudry but every other Board member to not discuss the content of the non-public session. The Members are faced with this dilemma. The Board either discusses the matter in a public session that does not divulge the content of the non-public session or you have to make your decisions and can't discuss it in a public session. You would have to make whatever judgements or discussions you wish to without bringing that into play. So he would admonish and remember every Board member that they entered the non-public session for a reason and nobody has brought forward a reason yet, although one could, to unseal that non-public session. Mayor Baines said "and there is a penalty for divulging and that is potentially a removal from office." Atty. Eggert said that for an intentional divulgence, that is correct.

Comm. Beaudry asked "if what we went into non-public session for was really public information that we shouldn't have been in executive session to begin with that would be in question, correct?" Atty. Eggert responded "correct." He said that it would take the decision of the whole Board to make that judgement, no individual Board member has the right to unseal a non-public event. It would take the action of the Board to do that. Comm. Beaudry asked "if a Board member brought something into executive session illegally so that the dialogue would not be exposed to the public then shouldn't someone be able to expose that to the public?" He said that it was illegal to be in the executive session to begin with so if that is the case it should be divulged on what we talked about.

Mayor Baines asked Atty. Eggert if that would be his opinion since he was not privy to that meeting and that the matters discussed in the non-public session were appropriate for non-public session. Atty. Eggert said that his recollection was that the Board went into non-public session for an appropriate reason. He was at the meeting and he doesn't believe that he would have committed the Board to a non-public course without a reason. Sometimes with the passage of time it can be appropriate to unseal a non-public session

but this Board would have to do it. He would remind every Board member and not just Comm. Beaudry that if they ever disagree with the fact that they are in non-public session they should vote not to go into it. And you don't take it upon yourself to divulge the content without asking the Board to revisit that vote or ask someone else with authority, such as a judge, to give you the authorization to release the content. That is the legal standard for discussing non-public content. Mayor Baines said that he would reiterate again that the concern was not about the issues that were being discussed but it was the manner in which people were addressed and talked to and in some of the accusations that were made.

Comm. Beaudry said "that was two-fold." He said that there was more than one person in that discussion and there were a lot of issues that were discussed that evening and there were many wrongs that were done in process and procedures. That is coming to the Coordination Committee's agenda at their next meeting because there were flaws in the procedures. One individual should not be singled out because of bringing the flaws to the Superintendent and to ask him to get back to him and to follow up on constituents' concerns and concerns that he has that our policies are not being rendered. To say that I am overstepping my bounds as an elected official is not true. It states right in the Charter that if a Board member has a concern or of a constituent then he or she may bring it to the attention of the Superintendent and ask for follow-up. He said that he is the type of individual who will follow-up on the concerns that he has. If the Administration doesn't like that, he is sorry but he is here and elected by his peers and he is going to follow through on the concerns that he has on the policy-making of this Board and for what his constituents voted him in for. If the Superintendent has a problem with that then we will air this out in public. He doesn't have a problem with what he has done personally. So we can air it out in public and we'll air out all of the concerns that he brought to Supt. Ludwell in which he says that he is overstepping his bounds with. Let's bring it out in public.

Comm. Donovan said that the word "interference" was used both by the Superintendent and by the Mayor in regards to some conversations that were had. He said that he doesn't think that this is the forum to deal with matters like interference. He understands that there is a Conduct Committee that is perhaps a more appropriate setting to deal with issues relating to matters of interference which as he understands it is not reflected in what happened in that non-public session but relates to matters other than in the non-public session.

Comm. Donovan made a motion to have the matters related to interference be referred to the Conduct Committee in accordance with the City Charter. Comm. Herbert seconded the motion. Comm. Ouellette asked for a roll call vote. Voting in favor of the motion were Committee Members Ouellette, Kelley, Donovan, Scott, Herbert, Labanaris, Gatsas, Gelinas, Kruse, Vice Chair Stewart and Mayor Baines. Comm. Beaudry abstained from voting because the motion pertained to him. Comm. Cote also abstained from the vote. The motion passed with 11 votes.

Mayor Baines said that the Conduct Committee does not have any authority it only advises and gives opinions. He said that he agrees with Comm. Donovan's comments. The Conduct Committee is a neutral forum in which everybody that is part of this matter can be heard.

NON-PUBLIC SESSION

Comm. Gatsas made a motion to go into non-public session for the purpose of discussion of matters covered under RSA 91-A:3, Section II. Comm. Kelley seconded the motion. A roll call vote was taken and the Board unanimously voted to go into non-public session. A 5-minute recess was taken prior to going into the non-public session.

RETURN TO PUBLIC SESSION

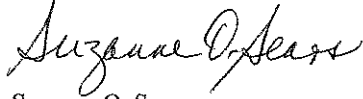
Comm. Kruse made a motion to return to public session. Comm. Kelley seconded the motion. The motion passed by unanimous vote.

Comm. Kelley made a motion to seal the minutes of the non-public session. Comm. Scott seconded the motion. The motion passed by unanimous vote.

ADJOURNMENT

Comm. Kruse made a motion to adjourn the meeting. Comm. Herbert seconded the motion. The motion passed by unanimous vote. The meeting was adjourned at 10:20p.m.

A TRUE RECORD ATTEST:

A handwritten signature in cursive script, reading "Suzanne O. Sears".

Suzanne O. Sears
Clerk of the Board